

Hampton County Base Labor Market Analysis



South Carolina
Department of
Commerce
Labor Market Information



August 2009

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EXECUTIVE SUMMARY

Population

Hampton County's population growth has been slower than the state's in recent years.

Future growth is expected to continue to be slower than the state's.

Over half of Hampton County's workers live within the county, and a significant number come from Colleton County.

Income

Per capita income growth has been slower than in the state and nation.

Consequently, Hampton County's per capita income has remained below state and national levels from 1997 to 2007.

Hampton County's average wages are higher than the state's for the life, physical and social science; community and social services; healthcare practitioners and technical; healthcare support; protective service; and farming and forestry occupational groups.

Education

The number of degrees awarded by area post-secondary institutions has increased.

The greatest increase has been in the area of healthcare.

Occupations

The legal and construction and extraction occupational groups are expected to have faster growth in Hampton County than in the state.

Requirements for Hampton County's workers are expected to grow in the following levels of education and experience:

Long-term on-the-job training, work experience in a related field, postsecondary vocational award, bachelor's degree, and master's degree or higher.

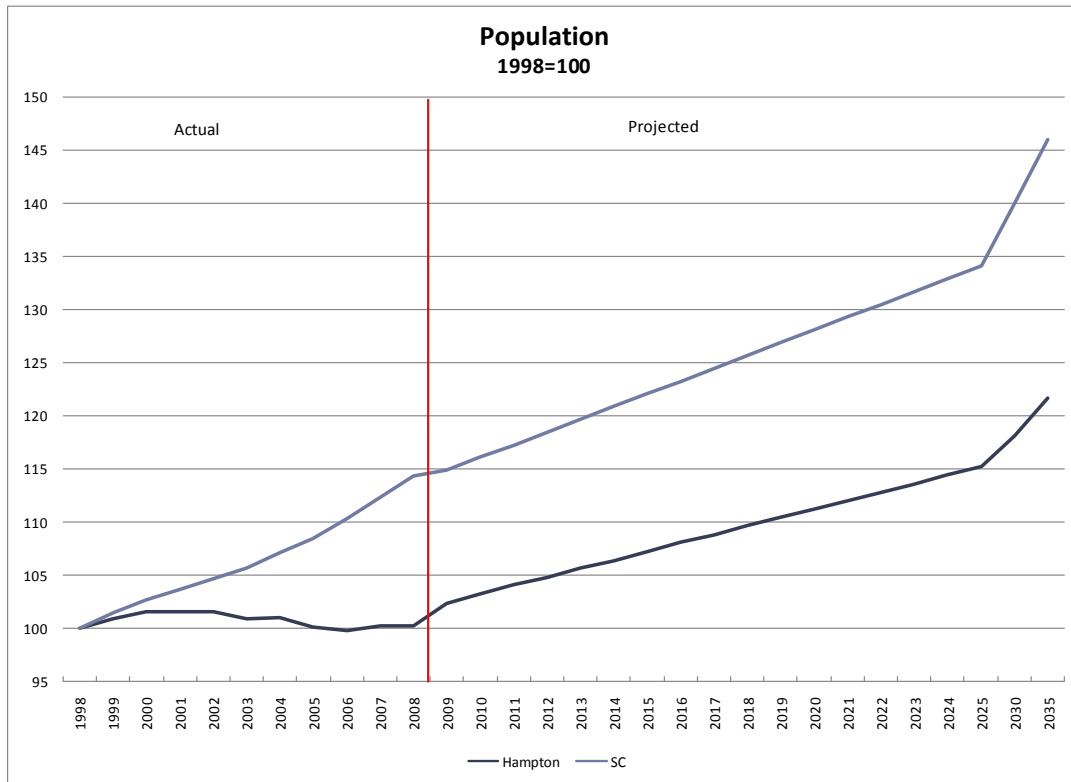
Industry

Truck transportation is a sector rated as having potential in Hampton County.

POPULATION

Growth

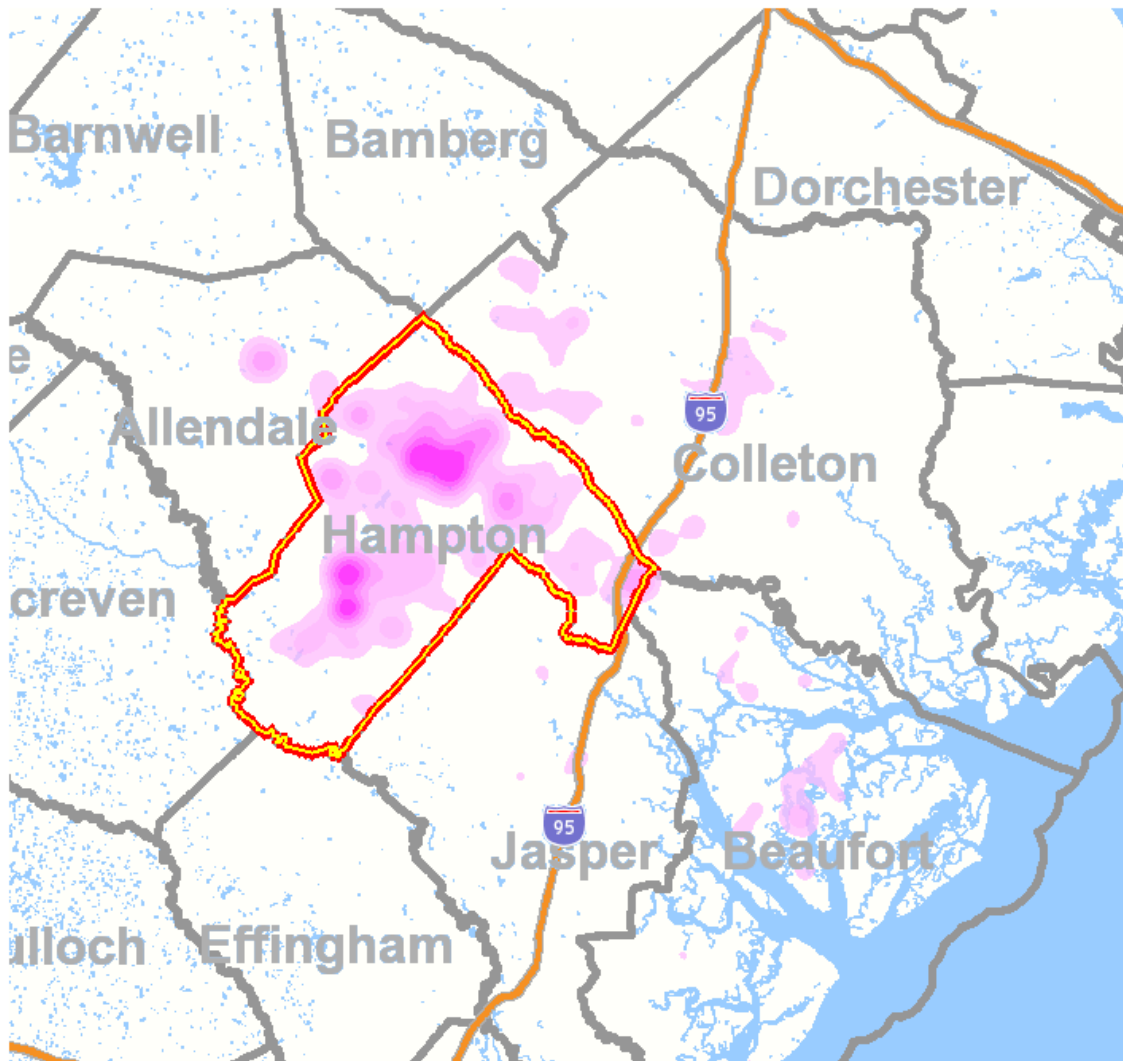
Hampton County's 2008 population was 21,075. The county population has grown by 0.2% since 1998, compared to 14.3% growth for South Carolina. Hampton's future population growth is expected to continue to be slower than the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

LABORSHED

The map below shows where Hampton County workers come from (in 2006, latest available data). Hampton County draws over half of its workers from within its borders, and a significant number come from Colleton County.



Source: U.S. Census Bureau, Local Employment Dynamics.

Characteristics of Workers

Age of Workers:

30 or younger	21.8%
31 to 54	56.3%
55 or older	21.8%

Earnings of Workers:

\$1,200 per month or less	29.0%
\$1,201 to \$3,400 per month	46.6%
More than \$3,400 per month	24.4%

States Where Workers Live:

South Carolina	95.8%
Georgia	3.1%
All other locations	1.1%

Counties Where Workers Live:

Hampton	55.7%
Colleton	10.7%
Beaufort	7.3%
Allendale	4.3%
Orangeburg	2.9%
Berkeley	2.1%
Jasper	2.1%
Charleston	1.6%
Richland	1.4%
Dorchester	1.3%
All Other Locations	10.6%

Cities Where Workers Live:

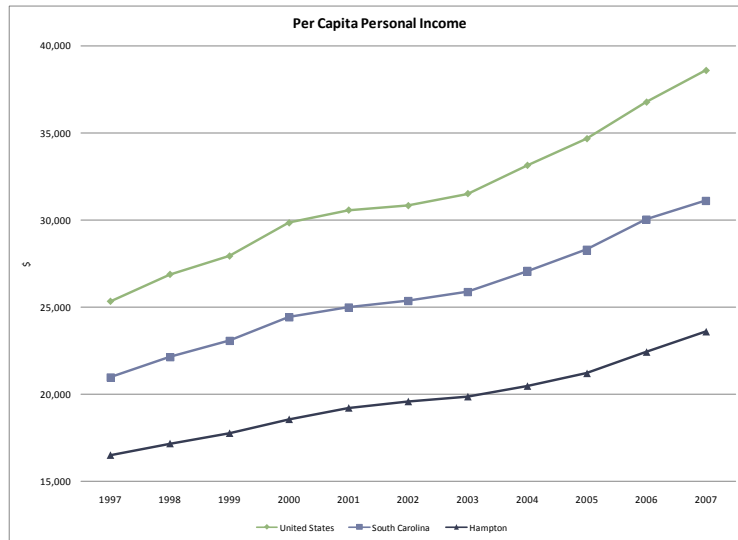
Hampton, South Carolina	9.4%
Varnville, South Carolina	7.0%
Estill, South Carolina	5.7%
Allendale, South Carolina	1.8%
Beaufort, South Carolina	1.4%
Walterboro, South Carolina	1.2%
Yemassee, South Carolina	1.1%
Gifford, South Carolina	1.0%
Brunson, South Carolina	0.9%
Fairfax, South Carolina	0.7%
All Other Locations	69.6%

Source: U.S. Census Bureau, Local Employment Dynamics.

INCOME

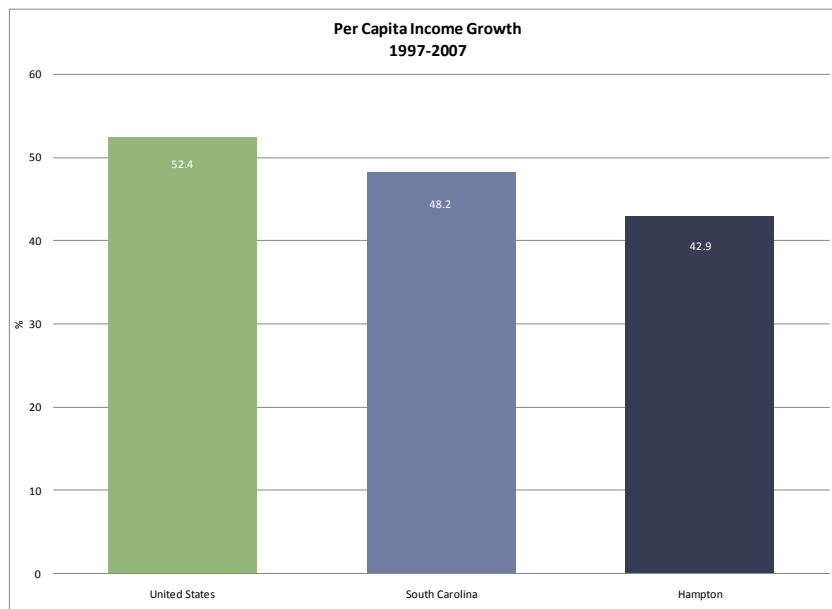
Per Capita Income

Hampton County's per capita income has fallen farther below state and national levels.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Hampton County's per capita income has grown slower than South Carolina's and the nation's.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Wages by Industry

Hampton County's average wages are below those of South Carolina (\$664 vs. \$697 in 2008). Average wages were up 21% in Hampton County over the past five years, compared to 18% for the state. All major sectors for which data was available, except transportation and warehousing, had growth.

Industry	NAICS Code	2008 Average Weekly Wage (\$)	2003 Average Weekly Wage (\$)	% Change
Total, Private and Government		664	549	21
Construction	23	653	518	26
Manufacturing	31-33	799	708	13
Retail Trade	44-45	358	327	9
Transportation and Warehousing	48-49	638	753	-15
Finance and Insurance	52	689	622	11
Arts, Entertainment, and Recreation	71	283	222	27
Accommodation and Food Services	72	186	162	15
Other Services (Except Public Administration)	81	361	322	12
Federal Government		1,163	937	24
State Government		661	572	16
Local Government		583	477	22

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Wages by Occupation

Average wages in Hampton County are higher than the state average in the following occupational groups:

- Life, physical and social science
- Community and social services
- Healthcare practitioners and technical
- Healthcare support
- Protective service
- Farming and forestry

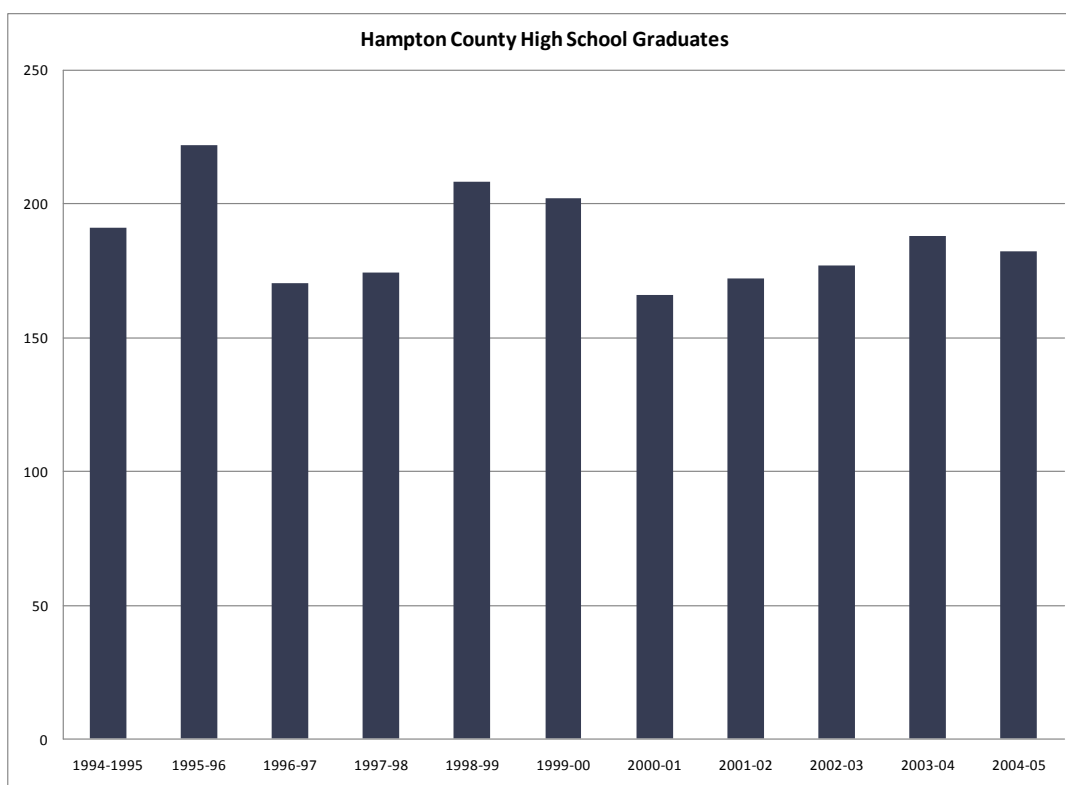
Occupation	2009 Hampton County Median Hourly Wage (\$)	2009 SC Median Hourly Wage (\$)
Management occupations	16.14	23.49
Business and financial operations occupations	18.36	19.14
Computer and mathematical science occupations	21.90	25.83
Architecture and engineering occupations	25.04	28.98
Life, physical and social science occupations	22.11	21.12
Community and social services occupations	13.34	12.94
Legal occupations	21.94	25.39
Education, training and library occupations	19.64	22.66
Arts, design, entertainment, sports and media occupations	11.88	12.27
Healthcare practitioners and technical occupations	30.71	28.56
Healthcare support occupations	13.18	10.74
Protective service occupations	16.36	14.37
Food preparation and serving related occupations	7.11	8.18
Building and grounds cleaning and maintenance occupations	8.47	8.75
Personal care and service occupations	7.44	8.41
Sales and related occupations	8.74	11.00
Office and administrative support occupations	11.65	13.06
Farming, fishing, and forestry occupations	15.00	10.85
Construction and extraction occupations	12.65	14.10
Installation, maintenance and repair occupations	14.55	16.19
Production occupations	12.61	14.75
Transportation and material moving occupations	11.34	12.65

Source: Economic Modeling Specialists, Inc.

EDUCATION

High School Graduates

From 1995 to 2005 (latest data available), the number of Hampton County students receiving high school diplomas fell by 9 (5%). In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 182 people received high school diplomas in Hampton County in 2005. Hampton County had 7 fewer 12th grade students in 2004-05 than in 1994-95. Also, the number of Hampton County students not passing the exit exam who received a certificate of completion instead of a diploma was down by 4 (to 12) over the 1995-2005 period.



Source: National Center for Education Statistics.

Higher Education Graduates

Almost 4,600 more students graduated from higher educational institutions in the Lowcountry area in 2007 than in 1997, an increase of 50%. The greatest numerical increase was in the healthcare field.

Program	1997	2007	Change	% Change
Agriculture, agriculture operations and related sciences	36	8	-28	-78
Architecture and related services	38	159	121	318
Area, ethnic, cultural and gender studies	--	6	--	--
Biological and biomedical sciences	396	455	59	15
Business, management, marketing & related support services	1,239	1,779	540	44
Communication, journalism and related programs	205	392	187	91
Communications technologies/technicians & support services	25	312	287	1,148
Computer and information sciences and support services	192	355	163	85
Construction trades	7	98	91	1,300
Education	1,140	1,082	-58	-5
Engineering technologies/technicians	268	322	54	20
Engineering	67	74	7	10
English language and literature/letters	159	167	8	5
Family and consumer sciences/human sciences	141	258	117	83
Foreign languages, literatures and linguistics	40	135	95	238
Health professions and related clinical sciences	1,767	2,893	1,126	64
Legal professions and studies	74	101	27	36
Liberal arts and sciences, general studies and humanities	583	620	37	6
Mathematics and statistics	93	86	-7	-8
Mechanic and repair technologies/technicians	157	397	240	153
Multi/interdisciplinary studies	58	135	77	133
Natural resources and conservation	34	30	-4	-12
Parks, recreation, leisure and fitness studies	17	66	49	288
Personal and culinary services	111	276	165	149
Philosophy and religious studies	39	70	31	79
Physical sciences	112	127	15	13
Precision production	186	85	-101	-54
Psychology	282	348	66	23
Public administration and social service professions	122	165	43	35
Science technologies/technicians	23	13	-10	-43
Security and protective services	214	450	236	110
Social sciences and history	527	682	155	29
Theology and religious vocations	4	21	17	425
Transportation and materials moving	124	168	44	35
Visual and performing arts	615	1,346	731	119
TOTAL	9,095	13,681	4,586	50

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Armstrong Atlantic State University (GA), Beta Tech, Charleston Southern University, Citadel, Claflin University, College of Charleston, Denmark Technical College, Medical University of South Carolina, Miller-Motte Technical College, Orangeburg Calhoun Technical College, Savannah College of Art and Design (GA), Savannah State University (GA), Savannah Technical College (GA), South Carolina State University, South University-Savannah (GA), Southern Methodist College, Technical College of the Lowcountry, Trident Technical College, University of Phoenix-Savannah Campus (GA), University of South Carolina-Beaufort, University of South Carolina-Salkehatchie, Voorhees College.

OCCUPATIONS

Occupational Projections

The following occupational groups are projected to grow faster in Hampton County than in the state:

- Legal
- Construction and extraction

See **Appendix A** for detailed occupational information.

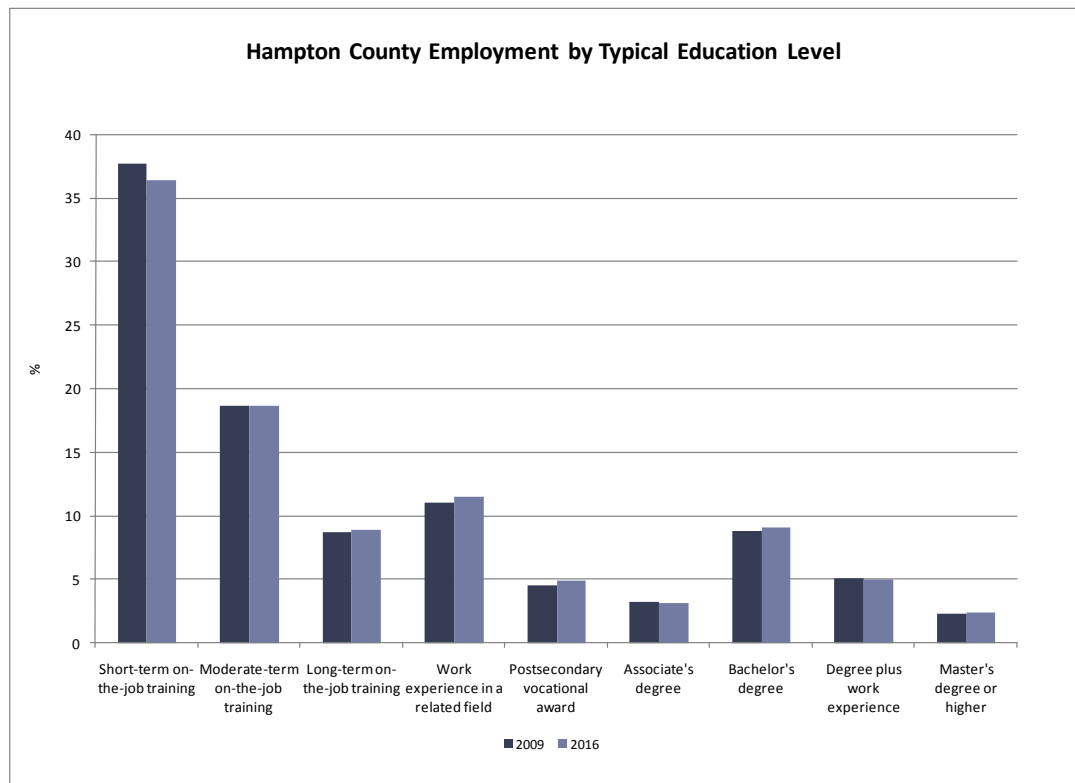
Occupation	2009-2016 Hampton County Projected Growth (%)	2009-2016 SC Projected Growth (%)
Management occupations	7	13
Business and financial operations occupations	12	15
Computer and mathematical science occupations	7	15
Architecture and engineering occupations	7	11
Life, physical and social science occupations	-2	10
Community and social services occupations	2	9
Legal occupations	27	17
Education, training and library occupations	2	10
Arts, design, entertainment, sports and media occupations	8	13
Healthcare practitioners and technical occupations	-2	17
Healthcare support occupations	9	20
Protective service occupations	3	10
Food preparation and serving related occupations	-3	9
Building and grounds cleaning and maintenance occupations	13	18
Personal care and service occupations	6	6
Sales and related occupations	13	16
Office and administrative support occupations	6	8
Farming, fishing and forestry occupations	-9	6
Construction and extraction occupations	31	12
Installation, maintenance and repair occupations	3	12
Production occupations	-3	-1
Transportation and material moving occupations	-1	7

Source: Economic Modeling Specialists, Inc.

Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. Based on employment projections, Hampton County is expected to see growth in requirements for the following specific levels of education and experience:

- Long-term on-the-job training
- Work experience in a related field
- Postsecondary vocational award
- Bachelor's degree
- Master's degree or higher



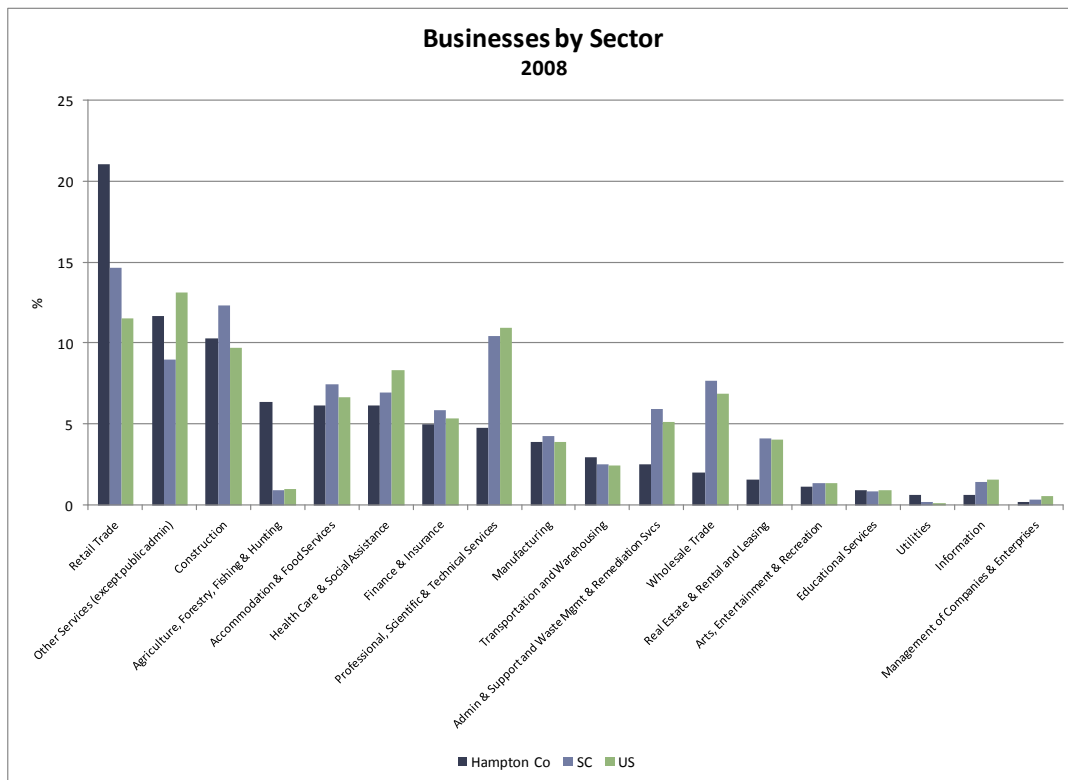
Source: Economic Modeling Specialists, Inc

INDUSTRY

Businesses by Sector

Hampton County had higher percentages of businesses than South Carolina and the nation in the following sectors:

- Retail trade
- Agriculture and forestry
- Transportation and warehousing
- Utilities



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Growth in Number of Businesses

The number of private businesses in Hampton County fell by 17% from 2003 to 2008, compared to a 3% increase for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, based on available data, Hampton County had higher growth in one industry compared to South Carolina and the U.S. That industry is shown below along with its respective growth rates.

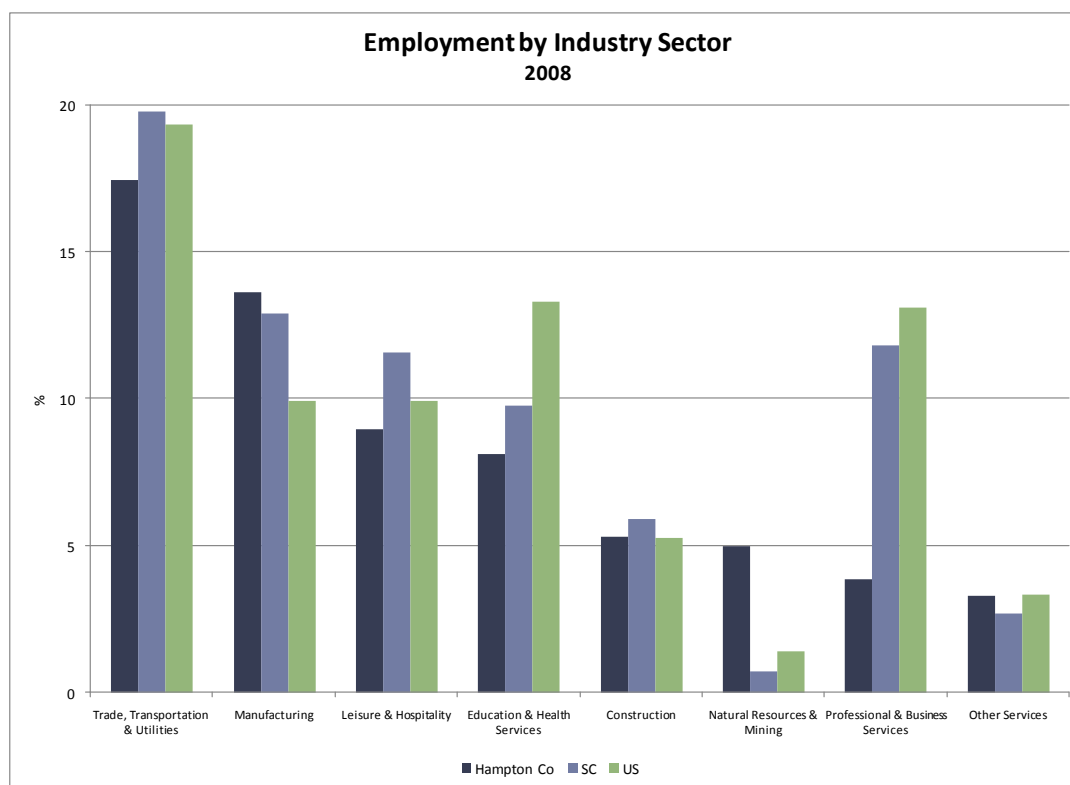
See **Appendix B** for information on all industries.

Industry	2003-2008 Growth (%)		
	Hampton Co.	SC	US
Professional, scientific and technical services	23.5	15.7	15.6

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Employment by Sector

Hampton County has a larger than average share of its jobs in manufacturing, and natural resources and mining.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Industry Analysis

Screening Criteria

Industry sectors were rated on six factors:

- | | |
|------------------------------------|---------------------------------|
| • 2003-2008 employment growth | Competitive effect ¹ |
| • 2003-2008 employment growth rate | Average annual wage |
| • Location quotient ² | Projected growth |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2003-2008 employment growth of 25 or more (Did the sector add a significant number of jobs?)
- 2003-2008 employment growth rate greater than 0 (jobs declined over the period in the county) (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in the county?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$34,539 (2007 average for the county) (Does the sector pay wages greater than average for the county?)
- Average or above average projected growth (Is the sector expected to add jobs?)

Data Limitations

Because of Census and Bureau of Labor Statistics restrictions, information on detailed industry sectors is quite limited for smaller counties such as Hampton. Therefore, this base analysis is not as comprehensive as those for larger areas. Further analysis can be conducted on growth occupations and using other resources in an attempt to obtain more detailed information on potential focus industries for Hampton County. The Department of Commerce can assist in this supplemental analysis.

Industries of Note

Based on these criteria and available data, Hampton County has no six or five star sectors.

Industry sectors that generate wealth from outside the area are referred to as the region’s base economy. Base economy sectors are important to an area’s economic well-being. A sector which fits this base economy criteria, has above-average wages, has a relatively high concentration in the area (as indicated by the location quotient), and is projected to grow is truck transportation.

Appendix C has information on all factors for all sectors for Hampton County.

¹ *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.*

² *Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county compared to the US; based on 2008 data.*

MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Hampton County's labor market. We hope that it will help in advancing the progress of Hampton County's economic development.

What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Hampton Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

1. *What is Hampton's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

3. *What other factors are vital to Hampton and its community?*

Over and above pure economic considerations, what is important to the citizens of the Hampton community? How does Hampton want to be perceived? What quality of life issues affect Hampton? These questions may impact the types of industries desired for the area.

How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

Appendix A: Occupational Projections for Hampton County

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-1011	Chief executives	64	72	8	13	1.36	22.10	Degree plus work experience
11-1021	General and operations managers	72	74	2	3	0.97	32.36	Degree plus work experience
11-2022	Sales managers	15	17	2	13	1.00	33.73	Degree plus work experience
11-3011	Administrative services managers	13	14	1	8	1.24	29.05	Degree plus work experience
11-3031	Financial managers	20	21	1	5	0.74	27.85	Degree plus work experience
11-9011	Farm, ranch, and other agricultural managers	54	54	0	0	2.41	10.77	Degree plus work experience
11-9012	Farmers and ranchers	198	192	-6	-3	2.80	6.55	Long-term on-the-job training
11-9021	Construction managers	44	59	15	34	1.48	12.27	Bachelor's degree
11-9032	Education administrators, elementary and secondary school	16	16	0	0	1.51	35.52	Degree plus work experience
11-9051	Food service managers	30	32	2	7	1.59	9.57	Work experience in a related field

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-9111	Medical and health services managers	16	15	-1	-6	1.16	43.91	Degree plus work experience
11-9141	Property, real estate, and community association managers	37	53	16	43	0.75	7.06	Bachelor's degree
11-9199	Managers, all other	77	86	9	12	1.13	8.80	Work experience in a related field
13-1023	Purchasing agents, except wholesale, retail, and farm products	13	12	-1	-8	1.05	24.35	Work experience in a related field
13-1111	Management analysts	19	19	0	0	0.45	19.34	Degree plus work experience
13-1199	Business operation specialists, all other	15	15	0	0	0.33	36.15	Bachelor's degree
13-2011	Accountants and auditors	53	62	9	17	0.81	14.40	Bachelor's degree
13-2021	Appraisers and assessors of real estate	14	20	6	43	0.79	7.44	Postsecondary vocational award
21-1012	Educational, vocational, and school counselors	20	20	0	0	1.69	19.16	Master's degree
21-1021	Child, family, and school social workers	11	11	0	0	0.86	13.81	Bachelor's degree
21-2011	Clergy	16	17	1	6	1.44	7.10	Master's degree
23-1011	Lawyers	40	49	9	23	1.13	30.16	First professional degree
23-2011	Paralegals and legal assistants	35	48	13	37	3.19	18.84	Associate's degree
25-1099	Postsecondary teachers	13	15	2	15	0.18	33.16	Doctoral degree

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
25-2011	Preschool teachers, except special education	26	29	3	12	1.10	11.38	Postsecondary vocational award
25-2012	Kindergarten teachers, except special education	22	23	1	5	2.50	23.72	Bachelor's degree
25-2021	Elementary school teachers, except special education	107	108	1	1	1.55	21.97	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	62	62	0	0	2.10	22.46	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	72	69	-3	-4	1.53	21.66	Bachelor's degree
25-2041	Special education teachers, preschool, kindergarten, and elementary school	16	16	0	0	1.56	22.49	Bachelor's degree
25-3099	Teachers and instructors, all other	12	13	1	8	0.42	27.60	Bachelor's degree
25-9041	Teacher assistants	67	67	0	0	1.11	8.78	Short-term on-the-job training
27-1024	Graphic designers	11	14	3	27	0.98	13.25	Bachelor's degree
27-2022	Coaches and scouts	14	16	2	14	1.57	19.81	Long-term on-the-job training
29-1051	Pharmacists	12	15	3	25	1.07	51.95	First professional degree
29-1069	Physicians and surgeons	21	21	0	0	0.58	101.69	First professional degree
29-1111	Registered nurses	133	127	-6	-5	1.23	29.47	Associate's degree
29-1123	Physical therapists	10	11	1	10	1.22	36.68	Master's degree

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
29-2052	Pharmacy technicians	22	22	0	0	1.62	12.75	Moderate-term on-the-job training
29-2061	Licensed practical and licensed vocational nurses	24	22	-2	-8	0.78	22.14	Postsecondary vocational award
29-2071	Medical records and health information technicians	15	15	0	0	2.09	18.86	Associate's degree
31-1011	Home health aides	14	16	2	14	0.32	11.44	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	39	38	-1	-3	0.61	12.57	Postsecondary vocational award
31-9092	Medical assistants	15	19	4	27	0.71	12.21	Moderate-term on-the-job training
33-2011	Fire fighters	39	40	1	3	3.16	14.62	Long-term on-the-job training
33-3012	Correctional officers and jailers	42	45	3	7	2.47	16.76	Moderate-term on-the-job training
33-3051	Police and sheriff's patrol officers	35	36	1	3	1.32	15.37	Long-term on-the-job training
33-9032	Security guards	18	17	-1	-6	0.40	12.14	Short-term on-the-job training
35-1012	First-line supervisors/managers of food preparation and serving workers	53	53	0	0	1.44	9.27	Work experience in a related field

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
35-2011	Cooks, fast food	52	51	-1	-2	2.22	6.55	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	18	17	-1	-6	1.05	8.64	Moderate-term on-the-job training
35-2014	Cooks, restaurant	29	27	-2	-7	0.76	6.55	Long-term on-the-job training
35-2015	Cooks, short order	11	10	-1	-9	1.44	6.55	Short-term on-the-job training
35-2021	Food preparation workers	46	46	0	0	1.20	7.46	Short-term on-the-job training
35-3011	Bartenders	15	15	0	0	0.71	6.55	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	96	98	2	2	0.85	6.55	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	48	47	-1	-2	2.21	6.55	Short-term on-the-job training
35-3031	Waiters and waitresses	76	71	-5	-7	0.77	6.55	Short-term on-the-job training
35-9011	Dining room and cafeteria attendants and bartender helpers	19	17	-2	-11	1.06	6.55	Short-term on-the-job training
35-9021	Dishwashers	19	18	-1	-5	0.89	6.55	Short-term on-the-job training

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop	15	14	-1	-7	1.01	6.55	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	22	27	5	23	1.34	9.95	Work experience in a related field
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	10	11	1	10	1.62	16.35	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	44	41	-3	-7	0.47	11.65	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	189	220	31	16	2.15	6.68	Short-term on-the-job training
37-2019	Building cleaning workers, all other	38	50	12	32	1.62	6.55	Short-term on-the-job training
37-2021	Pest control workers	11	14	3	27	2.89	9.25	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	53	54	1	2	1.24	11.80	Short-term on-the-job training
39-3091	Amusement and recreation attendants	14	14	0	0	1.31	8.10	Short-term on-the-job training
39-9011	Child care workers	109	126	17	16	1.37	6.55	Short-term on-the-job training
39-9021	Personal and home care aides	34	42	8	24	0.89	6.88	Short-term on-the-job training

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
39-9032	Recreation workers	16	16	0	0	1.08	9.09	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	129	136	7	5	1.40	11.27	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	30	37	7	23	0.78	12.88	Work experience in a related field
41-2011	Cashiers, except gaming	207	199	-8	-4	1.40	7.14	Short-term on-the-job training
41-2021	Counter and rental clerks	15	19	4	27	0.82	6.90	Short-term on-the-job training
41-2031	Retail salespersons	136	142	6	4	0.67	7.73	Short-term on-the-job training
41-3021	Insurance sales agents	38	46	8	21	1.27	9.19	Bachelor's degree
41-3099	Sales representatives, services, all other	11	14	3	27	0.36	10.62	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	40	56	16	40	0.61	14.64	Moderate-term on-the-job training
41-9021	Real estate brokers	64	91	27	42	0.85	6.81	Work experience in a related field
41-9022	Real estate sales agents	68	95	27	40	0.85	7.78	Postsecondary vocational award

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-9091	Door-to-door sales workers, news and street vendors, and related workers	40	44	4	10	0.96	6.55	Short-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	54	57	3	6	0.83	16.00	Work experience in a related field
43-3021	Billing and posting clerks and machine operators	25	26	1	4	1.14	11.61	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	78	87	9	12	0.84	11.81	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	12	12	0	0	1.47	12.57	Moderate-term on-the-job training
43-3071	Tellers	17	12	-5	-29	0.66	11.48	Short-term on-the-job training
43-4051	Customer service representatives	51	62	11	22	0.54	11.37	Moderate-term on-the-job training
43-4111	Interviewers, except eligibility and loan	12	12	0	0	1.15	10.61	Short-term on-the-job training
43-4171	Receptionists and information clerks	39	47	8	21	0.80	10.35	Short-term on-the-job training
43-5021	Couriers and messengers	12	18	6	50	1.05	7.26	Short-term on-the-job training
43-5052	Postal service mail carriers	21	19	-2	-10	1.45	17.83	Short-term on-the-job training

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-5071	Shipping, receiving, and traffic clerks	23	25	2	9	0.76	12.39	Short-term on-the-job training
43-5081	Stock clerks and order fillers	53	49	-4	-8	0.69	8.49	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	36	41	5	14	0.52	12.59	Moderate-term on-the-job training
43-6012	Legal secretaries	22	29	7	32	1.45	10.40	Postsecondary vocational award
43-6013	Medical secretaries	26	29	3	12	1.10	11.96	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	87	88	1	1	1.00	11.92	Moderate-term on-the-job training
43-9061	Office clerks, general	109	119	10	9	0.86	9.32	Short-term on-the-job training
45-1099	Supervisors, farming, fishing, and forestry workers	16	14	-2	-13	6.33	25.78	Work experience in a related field
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	70	71	1	1	2.39	9.83	Short-term on-the-job training
45-3011	Fishers and related fishing workers	17	13	-4	-24	4.58	10.33	Moderate-term on-the-job training
45-4022	Logging equipment operators	59	43	-16	-27	37.93	19.52	Moderate-term on-the-job training

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
47-1011	First-line supervisors/managers of construction trades and extraction workers	57	77	20	35	1.38	15.71	Work experience in a related field
47-2031	Carpenters	78	102	24	31	1.25	10.90	Long-term on-the-job training
47-2051	Cement masons and concrete finishers	13	19	6	46	1.52	14.06	Moderate-term on-the-job training
47-2061	Construction laborers	77	105	28	36	1.36	10.49	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	25	32	7	28	1.43	16.22	Moderate-term on-the-job training
47-2111	Electricians	38	50	12	32	1.30	13.90	Long-term on-the-job training
47-2141	Painters, construction and maintenance	29	35	6	21	1.35	10.69	Moderate-term on-the-job training
47-2151	Pipelayers	12	14	2	17	2.72	11.29	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	20	28	8	40	1.06	13.24	Long-term on-the-job training
47-3013	Helpers, electricians	11	17	6	55	2.83	10.90	Short-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	30	30	0	0	1.64	22.44	Work experience in a related field

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
49-3021	Automotive body and related repairers	10	11	1	10	1.41	10.24	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	39	37	-2	-5	1.14	11.60	Postsecondary vocational award
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	25	33	8	32	1.92	12.98	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	66	65	-1	-2	1.15	14.26	Moderate-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	43	40	-3	-7	1.58	19.60	Work experience in a related field
51-2091	Fiberglass laminators and fabricators	16	12	-4	-25	10.43	12.97	Moderate-term on-the-job training
51-2092	Team assemblers	49	49	0	0	1.14	11.40	Moderate-term on-the-job training
51-4011	Computer-controlled machine tool operators, metal and plastic	29	27	-2	-7	5.34	13.72	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14	12	-2	-14	1.61	14.27	Moderate-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	20	15	-5	-25	3.65	12.72	Moderate-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	10	10	0	0	0.62	15.31	Long-term on-the-job training

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-6011	Laundry and dry-cleaning workers	31	44	13	42	2.81	6.55	Moderate-term on-the-job training
51-6021	Pressers, textile, garment, and related materials	13	18	5	38	4.58	6.55	Short-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	32	27	-5	-16	1.73	12.36	Moderate-term on-the-job training
51-9198	Helpers--Production workers	37	33	-4	-11	1.95	10.62	Short-term on-the-job training
53-3022	Bus drivers, school	42	41	-1	-2	2.09	7.29	Short-term on-the-job training
53-3031	Driver/sales workers	49	50	1	2	2.01	11.03	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	122	122	0	0	1.60	14.63	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	65	71	6	9	1.41	8.74	Short-term on-the-job training
53-7051	Industrial truck and tractor operators	27	24	-3	-11	1.11	12.19	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	16	18	2	13	1.14	7.02	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	94	94	0	0	1.00	9.16	Short-term on-the-job training

SOC Code	Description	2009 Jobs	2016 Jobs	Change	% Change	Location Quotient	2009 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-7064	Packers and packagers, hand	35	29	-6	-17	1.15	9.00	Short-term on-the-job training
		7,259	7,709	449	6%		\$13.51	

at least
1.25
greater than \$13.51

Source: EMSI

Appendix B: Businesses by 3-Digit NAICS Codes

Hampton County								
Change								
Industry	NAICS Code	2003	2008	Average Size	#	%	SC % change	US % change
Crop Production	111	8	7	10	-1	-12.5	-11.3	-6.8
Forestry and Logging	113	18	16	8	-2	-11.1	-21.9	-14.7
Support Activities for Agriculture and Forestry	115	6	4	0	-2	-33.3	-3.1	2.8
Utilities	221	4	3	9	-1	-25.0	4.0	0.5
Specialty Trade Contractors	238	38	32	5	-6	-15.8	-3.0	11.1
Food Manufacturing	311	4	1	0	-3	-75.0	-6.0	-2.1
Plastics and Rubber Products Manufacturing	326	5	4	111	-1	-20.0	6.8	-7.9
Merchant Wholesalers, Nondurable Goods	424	7	7	4	0	0.0	-11.3	-3.4
Motor Vehicle and Parts Dealers	441	16	14	6	-2	-12.5	-7.7	1.6
Furniture and Home Furnishings Stores	442	9	5	9	-4	-44.4	-8.7	0.1
Building Material and Garden Equipment and Supplies Dealers	444	10	6	4	-4	-40.0	-5.4	1.2
Food and Beverage Stores	445	17	15	14	-2	-11.8	-9.7	-0.1
Health and Personal Care Stores	446	8	7	6	-1	-12.5	16.3	19.9
Gasoline Stations	447	18	17	7	-1	-5.6	-0.3	-2.2
Clothing and Clothing Accessories Stores	448	7	6	5	-1	-14.3	-1.9	5.8
General Merchandise Stores	452	8	7	7	-1	-12.5	18.1	13.0
Miscellaneous Store Retailers	453	12	9	2	-3	-25.0	-19.8	-9.2
Nonstore Retailers	454	4	3	3	-1	-25.0	-16.2	13.9
Truck Transportation	484	12	8	10	-4	-33.3	-1.6	5.2
Transit and Ground Passenger Transportation	485	3	3	0	0	0.0	2.1	4.3
Credit Intermediation and Related Activities	522	11	12	5	1	9.1	6.5	16.6
Insurance Carriers and Related Activities	524	10	9	0	-1	-10.0	4.3	5.0
Real Estate	531	5	4	4	-1	-20.0	22.1	18.2
Rental and Leasing Services	532	5	3	0	-2	-40.0	-8.8	1.3
Professional, Scientific, and Technical Services	541	17	21	6	4	23.5	15.7	15.6
Administrative and Support Services	561	11	11	0	0	0.0	10.6	13.9
Ambulatory Health Care Services	621	13	13	7	0	0.0	10.2	12.4
Social Assistance	624	12	12	6	0	0.0	1.0	34.3
Amusement, Gambling, and Recreation Industries	713	7	5	4	-2	-28.6	-5.5	9.7
Accommodation	721	5	5	6	0	0.0	0.1	4.9
Food Services and Drinking Places	722	28	22	19	-6	-21.4	3.4	11.5
Repair and Maintenance	811	22	15	5	-7	-31.8	-13.2	-0.9
Personal and Laundry Services	812	12	11	6	-1	-8.3	2.2	7.2

Hampton County								
					Change			
Industry	NAICS Code	2003	2008	Average Size	#	%	SC % change	US % change
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	5	2	0	-3	-60.0	18.3	4.1
Private Households	814	35	23	0	-12	-34.3	21.2	22.1

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

Appendix C: Hampton County Employment by Industry Sector

		Employment		2003-2008 Change					
								2008 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2003	2008	#	%	Location Quotient	Competitive Effect		
Total		5,439	5,166	-273	-5.0			34,539	6%

<i>6 star sectors</i>		Employment		2003-2008 Change					
								2008 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2003	2008	#	%	Location Quotient	Competitive Effect		
NONE									

<i>5 star sectors</i>		Employment		2003-2008 Change					
								2008 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2003	2008	#	%	Location Quotient	Competitive Effect		
NONE									

<i>4 star sectors</i>		Employment		2003-2008 Change					
								2008 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2003	2008	#	%	Location Quotient	Competitive Effect		
Gasoline Stations	447	109	112	3	3	4.27	7	17,685	A
Ambulatory Health Care Services	621	52	95	43	83	0.54	34	50,345	BA

3 star or fewer sectors		Employment		2003-2008 Change				2008 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2003	2008	#	%	Location Quotient	Competitive Effect		
Specialty Trade Contractors	238	130	172	42	32	1.22	33	3,325	BA
Professional, Scientific, and Technical Services	541	98	123	25	26	0.51	8	139,947	BA
Accommodation	721	18	28	10	56	0.48	9	10,617	A
Food Services and Drinking Places	722	387	416	29	7	1.40	-15	9,630	BA
Repair and Maintenance	811	61	68	7	11	1.79	7	26,235	BA
Personal and Laundry Services	812	56	65	9	16	1.58	6	13,570	D
Forestry and Logging	113	163	125	-38	-23	65.16	-13	45,061	D
Utilities	221	45	28	-17	-38	1.61	-16	67,172	BA
Plastics and Rubber Products Manufacturing	326	615	445	-170	-28	19.74	-102	41,953	D
Motor Vehicle and Parts Dealers	441	113	80	-33	-29	1.41	-30	25,397	A
Health and Personal Care Stores	446	35	39	4	11	1.25	1	33,564	BA
Clothing and Clothing Accessories Stores	448	16	31	15	94	0.68	13	12,045	BA
Truck Transportation	484	106	80	-26	-25	1.85	-32	41,072	BA
Social Assistance	624	71	73	2	3	1.00	-12	19,183	AA
Crop Production	111	81	71	-10	-12	4.26	-7	25,727	
Merchant Wholesalers, Nondurable Goods	424	34	28	-6	-18	0.44	-7	30,313	AA
Furniture and Home Furnishings Stores	442	50	46	-4	-8	2.81	-2	23,480	BA
Building Material and Garden Equipment and Supplies Dealers	444	30	26	-4	-13	0.67	-5	19,733	A
Food and Beverage Stores	445	231	213	-18	-8	2.39	-20	15,754	BA
General Merchandise Stores	452	65	49	-16	-25	0.52	-21	13,727	A
Credit Intermediation and Related Activities	522	61	57	-4	-7	0.67	-3	38,463	BA
Miscellaneous Store Retailers	453	28	20	-8	-29	0.76	-5	11,343	D
Nonstore Retailers	454	17	10	-7	-41	0.74	-7	19,800	BA
Real Estate	531	16	15	-1	-6	0.33	-2	33,663	BA
Amusement, Gambling, and Recreation Industries	713	31	19	-12	-39	0.43	-15	14,712	BA

Methodology and Sourcing

Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

Sectors are rated on 6 factors: 2003-2008 employment growth, 2003-2008 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

Stars are based on: 2003-2008 employment growth of 25 or more, 2003-2008 employment growth rate greater than 0% (overall county jobs declined), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$34,539 (2008 average for all jobs in the county), and average or above average projected growth.

Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county; based on 2008 data.

Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

Source: Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.



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